

VOL. X.

FEBRUARY 1, 1918

NO. 21

# THE CIVILIANT

A FORTNIGHTLY JOURNAL

DEVOTED TO THE INTERESTS  
OF THE  
CIVIL SERVICE OF CANADA

## FEATURES.

A Few Sorrows.

The Huns in Canada.

Blood and Dust.

Merit in a National Crisis.

Women's Column.

Dominion Customs Federation.

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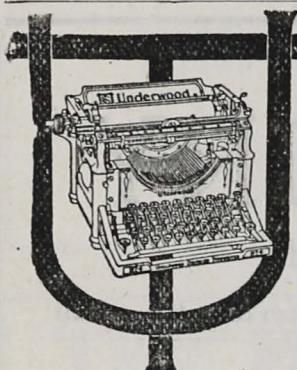
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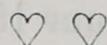
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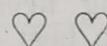
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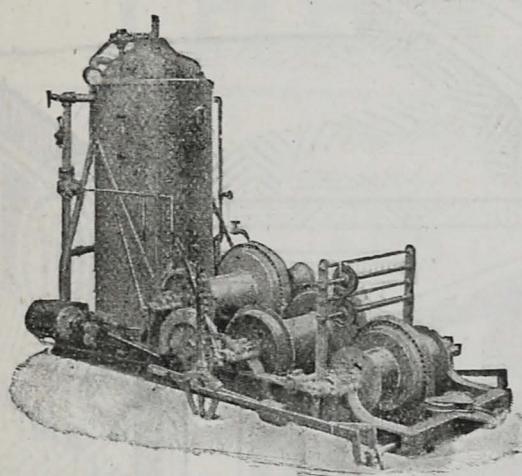
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# THE CIVILIAN

VOL. X.

FEBRUARY 1, 1918.

No. 21

## A FEW SORROWS.

### The "Merit System" in War.

The leaders of the United States Government are sincere in their determination to achieve efficiency for the purpose of prosecuting the war against the Hun. Day after day there are evidences of this attitude that nothing matters but *WAR*. Of interest to Canada's public service is the attitude of the chief executive towards the Federal Civil Service Commission, and towards the respective functions of "Merit" and "Patronage" in the fight against the Hun. President Wilson has renounced patronage appointments amounting in salaries to \$17,000,000 in the Post Office Department alone. The Civil Service Commission was used generously and wisely and the benefits of its work may be learned by reading on another page of this issue, the eleven results achieved. One outstanding fact is that the Commission made 100,000 new appointments during the portion of the year 1917 that the States have been at war. Compare this wholesome example of war efficiency with the record of the Canadian Government. By somewhat reducing the technical qualifications, the Canadian Commission might have employed their function of supervision of the moral characters of applicants for departmental work and thus supplied the personnel for the Ottawa Service. The Government, however, ignored the Commission, and practically all the thousands of clerks taken on in Ottawa were employed without the approval of the Government's "Merit" machinery, which costs some \$50,000.00 per an-

num. The consequence is that loose characters have sifted into the several departments doing war work, and the daughters from clean homes rub elbows with these characters and contamination is not unlikely in the natural course of events. The Government has not followed President Wilson's example of relinquishing patronage appointments, but on the other hand the Service and the public is amazed to find that the Government is repudiating its pre-election pledge to eliminate patronage appointments. Democratic governments usually endeavour to interpret public opinion on questions of public interest. The general impression abroad on the street is that the new Government considers that 51 per cent. of the electors of Canada approve of the policy of broken pledges; a policy that is anathema in Central Europe, but is perfectly good at home.

### Private Secretaries.

The manner of appointing "private secretaries" to the Service, like the appointment of rank outsiders to the higher positions in the Outside Service, has been called a "plutocratic outrage in a democratic country." John Hampden started the row which put the head of a king in a basket for tyranny greater only in degree. Minister after minister brings his private secretary into a department and upon leaving office puts the secretary in the highest rank and cuts off the promotion to these ranks from those who have borne the burden and

heat of the day. When the boys come marching home this system will meet with ruthless treatment, for promotion from the lowest to the highest ranks is being recognized in the army. The abuse of the political appointment of private secretaries, customs and excise collectors and postmasters has been pointed out to governments for many a day, but governments seem to recognize nothing but force, and that force is at present being mobilized.

### IN DESPATCHES.

The honor of "mention in despatches" was accorded by Field Marshal Sir Douglas Haig in his year-end report to a number of civil servants now in the C.E.F. Among those mentioned are Capt. (Acting Major) T. C. Evans, M.C. (Agriculture, Ottawa); Capt. (temporary Lieut.-Col.) D. S. Tamblyn, D.S.O. (Agriculture, Regina); Major H. T. C. Whitley (Labour, Ottawa); Major A. A. Anderson, D.S.O. (Public Works, Ottawa); Lieut.-Col. C. E. Bent, D.S.O. (Customs, Amherst, N.B.); Lieut.-Col. H. V. Rorke, D.S.O. (Customs, Ottawa); Lieut. (formerly Sergt.) W. E. Elford (Public Works, Nelson, B.C.); Lieut. J. F. C. Maunder (Interior, Ottawa); Major Philip Conroy (Post Office Dept., Ottawa). Nearly all of the above-named had been mentioned on previous occasions in the despatches of the Commander-in-Chief.

### WAR PERSONALS.

Lieut. George Gerald Blyth, of the Royal Naval Volunteer Reserve, is home on brief furlough after months of hard service in coast patrol and mine sweeping in the Channel and North Sea.

Major Livius Sherwood, awarded the order of St. Stanislaus of Russia, is a son of Sir Percy Sherwood.

Lieut.-Col. T. V. Anderson, D.S.O., awarded the Order of St. Anne, is a son of Lieut.-Col. W. P. Anderson.

Major J. A. Keefer, M.C., is home from the front.

Lieut.-Col. Rene de Salaberry is returning to Canada.

Major Philip S. Conroy, mentioned in despatches, belongs to the Post Office Department, and is a son of J. M. Conroy of the same department. He went to the front with the first Canadian troops as sergeant in the 2nd Battalion and has risen to his present rank and honor by devotion to duty and military efficiency. Major Conroy is now with the 5th "Red Saskatchewan" Battalion. He was wounded in 1916.

### A HERO RECOGNIZED.

There is heroism at home as well as in the battlefield, and now and again there is an occurrence in peaceful America that, had its scene been war-torn Europe, would have won its chief actor the V.C. or the D.C.M. Had Wm. A. O'Rourke, of the Government Printing Bureau, been a soldier, he would have had a string of medals on his breast. He's that kind of man. Deprived of both hearing and speech, Mr. O'Rourke is ineligible for the army, but his courage and ready resource has none the less won him marked distinction. No less than seven persons who have faced imminent death by drowning owe their lives to Mr. O'Rourke. His last rescue, a double one, was effected at Saranac Lake in 1916.

Mr. O'Rourke's splendid acts have now been appropriately recognized. The Royal Canadian Humane Association has awarded him a medal. It was placed in the hands of J. H. Burnham, M.P., in whose constituency Mr. O'Rourke formerly lived, for presentation. Mr. Burnham forwarded it to the Premier, and Sir Robert has presented it to Mr. O'Rourke with a letter in which he expresses in the warmest terms his admiration of the recipient's bravery and his congratulations and good wishes.

## OUR DECORATIONS WON.

The Military Cross has been awarded to Captain Rolsa E. Smythe, who was on the engineering staff of the Welland Ship Canal before entering the C.E.F. He was a lieutenant of the 98th "Lincoln and Welland" Battalion, but was with another unit in France. He won his captaincy in the field. Last March he was wounded and spent three months in hospital in England. Capt. G. M. Smythe, 76th Battalion, is a brother. The family belong to Merritton.

Major Allan Powell, who has won the D.S.O., and Lieut. Vivian C. S. McClenaghan, recipients of the Military Cross, were both in the employ of the Department of Public Works just before entering the C.E.F.

Lieut. E. L. Rainboth, of Militia and Defence, is another winner of the Military Cross. He enlisted with the 77th Battalion, transferred to the 47th, and was engaged in the heavy fighting on the Somme and in the Regina trench affair as a machine gun officer.

Private Hector Chugg, of Public Works, Ottawa, has received the Military Medal. He was a member of the old 77th Battalion and was gassed on two occasions last year.

Lieut. J. A. Wood, Canadian Engineers, in civil life on the staff of P. T. Coolican, post office inspector, Ottawa, has been awarded the Military Cross. Lieut. Wood has been overseas nearly two years and took a special course of training with the Royal Engineers in England. The action which won him the decoration was performed in April, 1917. The order says that the award is for "*under heavy rifle and machine gun fire carrying out a difficult reconnaissance under observation of the enemy, locating a communication trench and carrying on his work, though wounded.*" His wound was in the arm, but he remained with the troops in France. Later he fought at Lens and Passchendaele, and, on December

10th, sustained another wound, which sent him to a base hospital, where he was at last report rapidly recovering and anxious to re-join his unit.

## A HERO BIRD-MAN.

Few flying officers had a finer record for sustained courage and devotion to duty than the late Captain Clarence F. Rogers, M.C., whose death was announced in a former issue.

Captain Rogers, who was born in Brandon twenty-four years ago, and who was assistant district engineer of public works at Victoria, B.C., is well remembered by old school-mates of Upper Canada College and Trinity School, Port Hope, where he was educated. He went overseas as a private in the 30th Battalion and transferred to the 7th Battalion. In 1916 he took a commission in the Royal Flying Corps, in which his splendid service won him promotion and decoration.

The order granting him the Military Cross reads as follows:

*For gallantry and skill displayed whilst carrying out observation for a number of shoots on 21st-24th July, 1917.*

*In the course of this work he was repeatedly attacked by hostile fighting machines, which he drove off and continued the shoot.*

*In addition to artillery observation during the period, he several times dropped bombs on important targets at considerable distance behind the lines. In nearly every case his machine was damaged by shell fire.*

## CIVIL SERVICE CASUALTIES.

The later news regarding LANCE-CORP. W. G. SMITH, missing since October 28th, which was given in the Brandon post office notes in the last issue of *The Civilian*, seems to leave no hope that he escaped death.

The casualty to CAPT. R. E. SMYTHE, referred to elsewhere in

connection with Decorations, was not previously recorded in this column.

GEORGE GREENWOOD, of the Winnipeg Customs staff, died of wounds on January 13th. He enlisted with the 221st Battalion and was subsequently in the 78th Battalion.

LIEUT. HERBERT J. REYNOLDS, railway mail clerk, Saskatoon district, has been killed in action. He enlisted in October, 1914, and was a sergeant in the 28th Battalion. In 1916 he was wounded and sent to England. Before his return to the front he was awarded a commission. He was formerly connected with the 95th Saskatchewan Rifles of the Militia.

LIEUT. J. A. WOOD, M.C., has been wounded twice. Particulars are given under the heading "Decorations" in this issue.

MERVYN WILLIAM OLIVER, of the Customs staff, Victoria, B.C., has been gassed. He was originally with the 47th Battalion, but later with the 10th Brigade, C.F.A.

The Customs port of Vancouver has several further casualties among its men at the front. R. C. MARSHALL, of the 72nd Seaforths, has been wounded, and F. M. BURNS and J. E. COOK, both artillerymen, have been gassed. It is learned that A. A. M. BACON, formerly of the 47th Battalion, was wounded in March, 1916.

#### CIVIL SERVICE COMMISSION OF CANADA.

The Civil Service Commissioners advertise the following positions in the Inside Division of the Civil Service of Canada:

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2. A Chemist for the Fuel Testing Division of the Mines Branch of the Department of Mines, Subdivision A of the Second Division, initial salary \$1,600 per annum.

Application forms, properly filled in, must be filed in the office of the Civil Service Commission not later than the 6th day of February next.

W. FORAN,  
*Secretary.*

#### PERSONAL.

James A. Watson (Customs) was elected chairman of the Public School Board of Ottawa.

Capt. E. M. Phillips, C.A.S.C., was married in England to Mary Anne Elizabeth Clarke, daughter of the late Capt. James Clarke, of Brockville. The bride is a V.A.D. nurse.

The only two sons of A. J. E. Billeperche, accountant in the Inland Revenue service at Windsor, are overseas with the Canadian Field Artillery. The young men were employed in Detroit banks previous to enlisting and are the fifth generation of the family born in Canada.

#### OUR BOYS

Previously reported:

Dead	309
Wounded	430
Prisoners	19

#### DEAD

LANCE-CORP. W. G. SMITH.  
GEO. GREENWOOD.  
LIEUT. H. J. REYNOLDS.

#### WOUNDED

CAPT. R. E. SMYTHE.  
LIEUT. J. A. WOOD, M.C.  
M. W. OLIVER.  
R. C. MARSHALL.  
F. M. BURNS.  
J. E. COOK.  
A. A. M. BACON.

## The Huns in Canada.

*(Since the beginning of the war against the Huns in Europe, this page has been devoted exclusively to the Roll of Honour of Canada's champions of RIGHT against MIGHT.)*

One of the most popular appointments ever made by a Canadian Government has been made in the person of W. S. Weldon to the office of Collector of Customs in the city of Montreal. Mr. Weldon is well qualified for the duties of the office. He has been a director in the firm of Mederic Martin, Unlimited, unlimited conservators of real estate, unlimited dispensors of public monies and unlimited purveyors of municipal efficiency to His Majesty the King. The ideas in economy and business efficiency thus acquired were considered unusually satisfactory and have been accepted in preference to the qualification certificate issued in such cases by the Government's great Efficiency Board, the Civil Service Commission. It is a distinct compliment to the foresight and sagacity of Mr. Weldon that he took this course of training, as he has now been selected as the chief authority in Customs knowledge in preference to the hundreds of men in the Customs service who have given their lives to the study of the intricate phases of Customs laws and regulations. In the future, Customs men will know that in order to acquire qualifications as Customs officers they will not be required to enter the Customs, but must become aldermen in some city council, preferably the council of the city of Montreal.

In anticipation of the inauguration, the poles that were in the streets were ordered to be cut down and the wires put underground. The induction of the candidate took place on Monday last, the day being chosen on account of its proximity to the holy Sabbath, and therefore most fitting to the idealism of the occasion. Accompanied by the Montreal Ministers, the cortege proceeded to the Customs House. The streets were lined with the rank and file of patronage mongers (not the rankest of them) who cheered vociferously. The party was met by the full staff of the Customs office and the new Collector was presented with a bouquet of "Forget-me-Nots." When the uproarious enthusiasm of the reception had somewhat subsided, one of the Ministers read the latest manifesto, interpolating many cogent and appropriate references to the section dealing with Civil Service Reform. He also graciously presented each member of the staff present with an illuminated copy of the manifesto as a fitting memento of the occasion, which, dying, they were asked to mention in their wills, bequeathing it as a rich legacy unto their issue. Congratulatory messages were read from all the Customs ports in Canada, from the press which favoured the abolition of patronage, and from members of the clergy who were unable to attend. A delegation from the Great War Veterans' Association graced the occasion and presented their congratulations that the sanctity of pledges which they had striven on the fields of grief-stricken Europe to uphold should be secured for Canada in a much less bloody revolution in the streets of Montreal. The meeting broke up with three cheers for the candidate, and for "PATRONAGE," "KING of the GRAFTERS," and the band played "God **SAVE** the King."

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Ottawa, February 1, 1918



## BLOOD AND DUST.

Civil servants were astounded on Saturday last and could scarce believe the evidence of their senses upon reading in the papers that W. S. Weldon, an alderman of the city of Montreal, has been appointed by patronage to the position of collector of customs of the city of Montreal. Patronage is abolished. It was abolished last November. It was abolished by a manifesto. A manifesto is a sacred pledge. The manifesto did not state for how long it was to be abolished. It was not abolished for a minute and the manifesto is now a "scrap of paper." When the Hun fails to keep his pledges, it is odious. Our beautiful boys went overseas to make the Hun keep his promises. What will they do when they come back?

The writer of these lines has seen the eyes of the boys in overseas camps glitter with anger as they read of public actions in Canada inconsistent with the common struggle and with the common good. They suffered mental agony lest any but a government loyal to the war should come into power. What will they think? We know that when these bonny lads return, with visions cleared, with sensations purified by the tincture of personal sorrows and distressful sights, they will become a power to punish those at home who commit the crime of the Hun. We know what mercy they showed the Hun who crucified some of our people. What will they do with the Hun at home?

There has assembled at Ottawa a swarm, larger than ever, of parasites known as office seekers, and in response to their solicitations the leaders of the Canadian people, who sent an army to Europe to teach the Hun that an agreement is a sacred pledge, have scrapped a sacred pledge given to civil servants two months ago. The presentation of such a system of Ethics, as an example for the Canadian people, augers ill for the future. Under such conditions, the century which is to see Canada's rise will also witness its decline and fall.

While the Weldon case is indicative of the political attitude towards the Outside Service, how fares the religion of patronage abolition and war economy in the Inside Service? Just to cite two cases—an appointment has been made at \$4,800 per annum to the Assigned Pay Branch of the Militia Department, and another at \$5,000 to the head of a Publicity Bureau. We are informed by the very best possible authority that the Inside Service, by weakness in organization, overmanning, duplications, etc., is costing easily \$1,000,000 more than it should. Was any effort made to advertise throughout the Service the fact that two such officers were required? As we understand it, the Civil Service Commission was again ignored and the appointments made under the War Measures Act.

Civil servants of the Crown have no recourse under the law in the case of breach of honour on the part of their employers. There are many

civil servants who are members of the Great War Veterans' Association, and there will be more. Those of us who are members of that body may do a great deal to interest the returned soldiers' association in Civil Service problems and have these problems incorporated with their own in the demands for reform to be made upon the country. The editors of *The Civilian* will endeavour to learn if an associate affiliation may be formed between the Great War Veterans' Association (the military service) and the Civil Service Federation of Canada (the civil service), and if so, have such a union formed between these two great bodies of the state. There is another combination into which we might throw ourselves in search of protection, and to this we will make reference at another time.

*The Civilian* prints the foregoing

in consequence of a pledge given in the issue of Dec. 7th to its readers in the Service, as follows: "The manifestos have put us in the ring on equal terms in the fight. *The Civilian* on its part agrees to give publicity to all violations of the Merit System." This was written when we believed the Government was sincere.

It was our intention to discuss a number of important topics editorially in this issue, but the only thing that matters at this moment is the fact that we have been betrayed by the elusive voices of the sirens, and so, like the Recording Angel who is taking down the sins of our times,

"We throw the pen down with divine disgust,

This page is all besmeared with blood and dust."

#### EDITORIAL NOTICES.

Any member of the Service having a copy of *The Civilian* containing the second manifesto of the Government will kindly send same to the editors. The copy is for the Honourable W. S. Weldon, who has never seen a copy.

\* \* \*

Contributors to *The Civilian* take notice please that copy for the next issue is required to be in the hands of the editors on Thursday, February 7th, and for future issues on every alternate Thursday, i.e., February 21st, March 7th, and so on. Special arrangement may be made in the case of emergency copy.

\* \* \*

The editors have a number of copies of the two special editions of *The Civilian* still on hand and will make a free distribution of same on request coupled with the agreement to pay express or mail charges. This offer applies to organizations of the C. S. Federation only.

Unless so desired by subscribers, receipts for subscriptions will not in future be mailed, as acknowledgment of remittances will be found on the address label.

Win the war.

Set the alarm clock.

Next call—Patriotic Fund.

The man behind the man behind the gun will have much to do with the success or failure of the big Hun drive in March.

Volunteer night-workers — people who have already worked all day—do not make up an ideal staff for a rush job. Nevertheless, there are some mighty good features about the recent emergency call of the Finance Department to the Service. Sir Thomas White wanted volunteers—and he got them. But it's not every Minister who has got so close to the Service—who has treated the people of the Ser-

vice like respectable and self-respecting men and women — as has Sir Thomas White.

The Prisoners of War Fund is a vital patriotic responsibility.

Patronize the  
**VAUDEVILLE  
 PERFORMANCE**  
**AT THE RUSSELL THEATRE**  
**February 6th, and 7th, '18**

### 'MERIT' IN A NATIONAL CRISIS

War-time demands on the merit system have produced the following results during the first year of United States participation in the European conflict, according to the annual report for 1917, which was made public this week by the federal civil service commission:

First: Placed one hundred thousand additional employees in the government service in addition to meeting the losses due to the resignation of employees who entered the military service.

#### Merit System Proves its Worth.

Second: Demonstrated to the satisfaction of cabinet officers, bureau heads, and independent establishments that the merit system does not have to be thrown in the discard to meet war emergencies. On the contrary, it is the greatest asset the government has in backing up the military forces in the field.

Third: Brought about an increase of 37 per cent in the number of persons examined by the United States civil service commission during the last fiscal year over the number of the preceding year, and increased the number of appointments in the classified service by 105 per cent.

#### Eligibles for First War Demands.

Fourth: The list of 100,000 eligi-

bles on the various lists at the outbreak of the war constituted a human reservoir that met the first war demands and gave time for increasing the number of examinations to meet the steady drain.

Fifth: Elasticity to meet unusual conditions was provided through an executive order authorizing temporary appointments to positions when there is need of immediate service and there are no suitable eligibles. Only 263 such appointments were made between March 26 and October 1.

Sixth: Presidential post offices, the total salaries of which amount to \$17,833,000 annually, are now to be filled by civil service test instead of on the basis of patronage. Examinations for several hundred offices paying between \$1,000 and \$2,500 annually already have been held and the commission is now preparing tests for thirty offices paying more than \$2,500.

Seventh: Thirty-five thousand mechanics were obtained for the arsenals and navy by a systematic campaign conducted by the commission's 3,000 local boards of examiners.

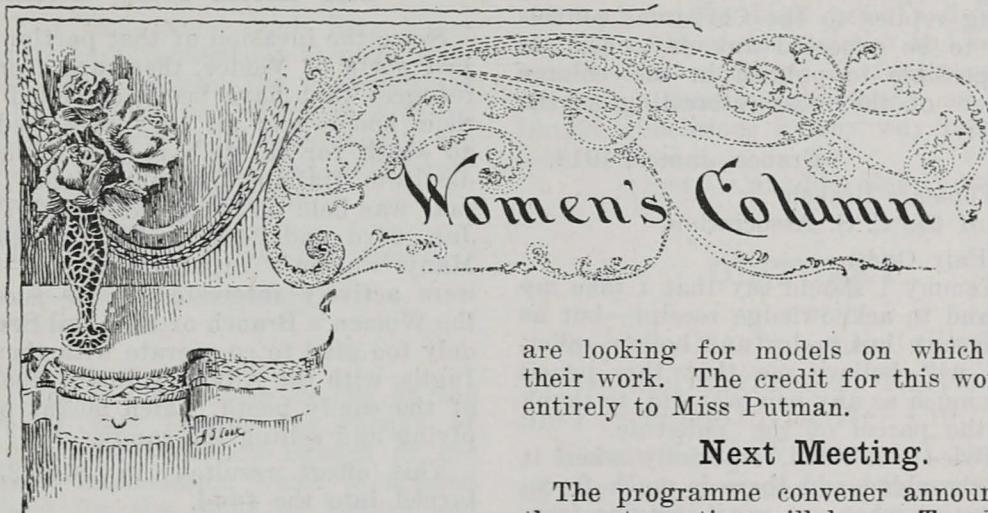
Eighth: Proved that the \$900 a year entrance salary for clerical employees is inadequate and recommends "that \$1,000 a year should be the minimum entrance salary for stenographers and typewriters, and clerical employees."

Ninth: Demonstrated that "a standardization of salaries should be the first extensive step in the movement to improve the personnel of the service."

#### Argues for Retirement Idea.

Tenth: Shown that "it is too costly to continue the aged and infirm in positions requiring alertness and vigor." As a result the commission recommends retirement legislation.

Eleventh: Disclosed the advisability of filling the higher salaried federal positions from the classified lists.



### A Successful Meeting.

The January meeting of the Women's Branch, which was held in the lecture hall of the Y.W.C.A. on the evening of Tuesday, the fifteenth, proved a rare treat in the matter of entertainment.

The programme was in charge of Miss Turnbull and the Department of the Interior and no effort was spared to make the evening a success. Two musical numbers which were much appreciated—a solo by Miss Low and a piano selection by Miss Ratty—preceded a comprehensive talk by Miss Jukes on the Parks of the Dominion.

Coloured views of the parks were loaned by the Department for the occasion, and Mr. Shea was good enough to operate the machine. The audience was delighted not only with the views, which are beautiful in the extreme, but also with the capable and interesting way in which Miss Jukes conducted her travel talk.

### Red Cross.

While the views were on only the knitting part of the Red Cross work was able to proceed, but the workers had made up for the loss of time by working doubly hard while business routine was conducted.

As usual Miss Russell's report was the most interesting, as most of the energies of the Branch are directed along Red Cross lines. The output for one month, Dec. 15 to Jan. 15, was as follows: Suits pyjamas, 75; pyjama cords, 15; socks, 118 prs.; ties, 18; hospital shirts, 10; pillow slips, 46; trench caps, 2; wristlets, 2 prs.; ward shoes, 15 prs.; towels, 2 ends.

The convener made a strong appeal to have outstanding finished work returned to the rooms as speedily as possible. A fine tribute was paid to Miss Putman and the few who assist her in making ward shoes. It appears that the ward shoes turned in by the Women's Branch to the main Red Cross rank first in perfection, so Lady Borden has asked to have some of them sent as samples to organizations in the States who

are looking for models on which to base their work. The credit for this work is due entirely to Miss Putman.

### Next Meeting.

The programme convener announced that the next meeting will be on Tuesday, February 19th, and the women of the Agriculture Department will provide the programme. Every woman in the Service is invited to this meeting, whether she is a member of the Women's Branch or not.

### Be Prompt.

In these busy times it is nothing short of a crime to waste anyone's time and energy. Yet a great deal of both time and energy are wasted through the thoughtlessness of many people.

Just such thoughtlessness is causing our Red Cross convener and her assistants much unnecessary trouble. Persons who take work out are careless about their record slips and also about returning work promptly. It may seem a little thing to disregard a record slip, but think for a moment of what would happen if some hundreds of workers were to be equally careless.

Then, too, it would seem that for most articles taken out the time limit might be two weeks; perhaps in the case of socks three weeks. Yet some women have kept work out for three months. Accidents will happen, and not infrequently a worker will find that she has not been able to accomplish as much as she had anticipated. In such a case it would be a good idea to report progress at the desk. Of all the work an accurate account is kept and it would simplify matters greatly if a three weeks' stretch instead of three months constituted the current account of work.

The writer feels that it is only necessary to bring this matter to the attention of the workers in order to have it adjusted promptly.

\* \* \*

Buy a Service Flag and help the Prisoners of War Fund.

\* \* \*

Call to-day for work at our Red Cross Rooms, Hope Bldg.

### The Way to a Man's Heart.

The Executive of the Women's Branch is

indulging in pleasant anticipations of the interesting replies to the Christmas parcels that are to be expected any day now. It will be possible to publish in this column only a few of the most interesting as the following:

France, Jan. 3, 1918.

To the Women's Branch  
of the C. S. Association.

Dearest Fair Ones,—

As a Tommy I should say that I take my pen in hand to acknowledge receipt—but as my pen is now but a dry and hollow relict, why you will believe me that this pencil wishes as much as any pen ever did, to thank you for the parcel of the Yule-tide.

It is twice welcomed, especially when it cometh unheralded and there is much fevesh expectation when you can't imagine from whom it comes, until somebody finds the card in the bottom of the box.

Assuredly it is nice to be remembered and the boys out here do appreciate a parcel of those personal comforts, especially when, in this case, bottomed off by those delicious cookies which at once called forth many protestations of warmest friendship from the boys. They also wished me to send their appreciation.

Trusting that your gentle hand will safely direct the Ship of State until "us men" come home to hinder you.

I remain, etc.,  
A. C. SERVANT.

### Mde. Casgrain Honoured.

The Women's Branch is greatly pleased over the honour that has been bestowed upon Mde. T. Chase Casgrain by the French Government in presenting her with a Sevres vase in recognition of her splendid work on behalf of French relief. Many of the Branch have worked with Mde. Casgrain in the Magdeline de Vercheres Chapter of the I.O.D.E. and have a just appreciation of her ability and great pleasure in seeing her rewarded as she so richly deserves.

### Mrs. Adamson's War Honor.

Few feminine war honours have been more merited than the bestowal by the Belgian Queen of the Order of Elizabeth upon Mrs. Agar Adamson, of Toronto. Lt.-Col. Adamson, D.S.O., one of the original captains of the P.P.C.L.I., now commanding the battalion, was formerly on the Senate Staff and prominent in military and sporting affairs in Ottawa.

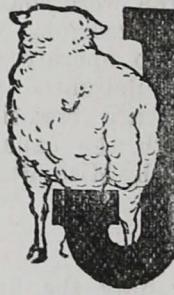
Shortly after her husband went with the First Contingent, in the spring of 1915, Mrs. Adamson began her fund for the Belgians. About a year ago she herself went to Belgium, where, under most difficult conditions, sometimes under shell fire, her work of caring for hundreds of Belgian children and refugees was personally directed.

### The Little Italy Bazaar.

Since the invasion of that portion of **Italy** just north of Venice, there are over 200,000 refugees that have been compelled to leave their homes and all they possessed and to go south for safety. It was to help these destitute Italians that the Little Italy Bazaar was held on Wednesday and Thursday, Jan. 23rd and 24th, in St. Patrick's Hall. Many women's organizations of the city were actively interested in its success and the Women's Branch of the Civil Service was only too glad to co-operate with them. Miss Inglis, with the Advisory Board, took charge of the candy booth, which meant both supplying and selling the candy.

This effort resulted in \$115.23 being turned into the fund.

On Wednesday evening, the President had to help her, Miss Agnes Grant, Miss Louise Usher, Miss Fidelia Duhamel, Miss Jessie Parmelee, Miss Hazel Hill, Miss Ella Dickeson, Miss Charlie Booth, Miss Dora Barber and Miss Kathleen Lyon. On Thursday evening Miss Lusignan was in charge and her assistants were Mrs. O'Neill, Miss Roy, Miss Doyon, Miss Doyle and Miss St. Louis. Three enthusiastic workers who contributed largely to the success of the booth and assisted both evenings were Miss Annie Chalk, Miss Pearl Caravaggio and Miss Lillian Taverna.



**JAEGER**  
IS NATURE'S  
COVERING

Any doctor will tell you that the natural clothing which should be worn next the body is wool, because in all seasons it keeps the temperature of the body uniform—warm in Winter and cool in Summer. Jaeger underwear is made in all weights for Men, Ladies and Children, to suit all seasons.

For Sale at Jaeger Stores and Agencies throughout Canada.

A fully illustrated catalogue free on application.

**DR. JAEGER** Sanitary Woollen CO. LIMITED  
Toronto      Montreal      Winnipeg  
British "founded 1883".

**Emergency Fund.**

Unless the Emergency and Red Cross Fund box is kept circulating through each department every month, the contributions made to the various war charities will not be possible. A few cents each month are very little to the individual, but collectively results in substantial donations.

Keep up the good work!

The following letter speaks for itself:

Miss Frances Crocker, Secretary,  
Ottawa, Ont.

Dear Madam,—

Please convey the sincere thanks of the Executive of this League for cheque of \$150.00 from the Women's Branch of the Civil Service Association, which is applied to the fund for the relief of British and Canadian sailors, and their dependents, for Sailors' Homes, Institutes and Hospitals in Canada and throughout the Empire.

It is very encouraging to us to know there are patriotic citizens in Canada, who really appreciate the work of the Navy and Merchantile Marine to-day.

Again thanking you, I remain,

CECIL G. WILLIAMS,  
Secretary-Treasurer.

Toronto, Jan. 15th, 1918.

**Notice.**

Owing to the high price and increased scarcity of wool, all societies and individual knitters are requested to follow our directions for knitting as closely as possible. Larger dimensions in any way increase the loss of wool.

(Sgd.) Canadian Red Cross Society.

**OBITUARY.**

Stephen MacLaughlin, third son of T. J. MacLaughlin, of Public Works, died recently in Denver Col.

Leonard M. Wallace, of the Dept. of the Interior, died at Saranac, N.Y., on January 15th, aged 27 years.

W. H. Swan, for over thiryt-three years a railway mail clerk, Toronto district, died at his home on the 13th inst.

When the Empire is at war, Canada is at war, and when the British Isles are on compulsory rations, Canada should be on compulsory rations.

# Dominion Customs Federation

## Political Patronage.

(Contributed.)

While political patronage is being damned up hill and down dale, and its career is being shortened by all possible means, it may be as well to recall, anticipating its early demise, the cause and effect in the Service, particularly in the Branch of which we are members.

No officer of the Customs, Outside Service, can hold up his hand, and say, "I was appointed solely through my own, and self evident qualifications." All of us required sponsors for entrance. In our Service, it required the good word of the sitting member, or his next of kin, the ward chairman, etc., and if this was not the cause, some one of influence procured the admission of the officer-to-be.

When all are equal in the matter of getting a start, it may seem strange, to an outsider, that the quarrel against the system that gave the rank and file their entrance, should be so universal. It is not difficult to understand this. If matters were allowed to remain, so that the future of the entrant was in his own hands, and by attention to his duties and satisfactory service, he could expect appreciation by promotion and regular increases of salary, the political system, which obtained entrance into the Service for the officer would have many friends. But the same procedure often follows the "lucky" officer along his career, with the result that his promotions and salary increases become altogether out of proportion to his ability and experience.

A man thus favored becomes the object of envy and discontent. Brown says, "Why should Jones get a hundred dollars raise this year and I get none? Is he the better man? Certainly not. My work is more important than his, in fact he is not taken seriously in the office as regards his duties, as he seems to feel that his reward is certain, whether he works or not." Thus the system works both ways. A good man loses heart and the favored man loses ambition.

Turning to other branches of the Service, we find we are about the worst off in the matter of compensation and promotions. The Department of Inland Revenue works along the same lines and collects the internal revenue, while we attend to the external collections. In that department there is a system of advancement, automatic increases, a grading of officers, by examination, etc., and a number of other beneficial features.

The Post Office Department (that is, the Outside branches of these Services) also provides for advancement of men, by statutory

increases to the maximum of their respective classes, requiring examinations on duties of office (Postal guide, or case examinations), as a condition of promotion. The increases in this department are \$100 per annum.

None of those advantages, or call them what you will, are ours. True, increases are handed out annually, and sometimes oftener, but they are the cause of so much more hard feelings and anger on the part of those who feel they have been slighted or ignored, that the effect has a tendency to disturb the morale of the office where the increases are awarded.

Turning again to the departments mentioned above, Inland Revenue and Post Office, we find that the improvements referred to are quite recent, and have been the result of the agitation on the part of those affected, and in the case of the P. O. is directly due to organization, which, recognized by the department, took up certain matters affecting the men and the department, from time to time, and while the men do not admit that all is yet done to make their positions up to expectations, they are much better off than other departments.

This, then, is our lesson. Let us get together, and help to improve the conditions as they exist, with the cheerful knowledge that by abolishing a pernicious system we also remove the cause which ties the hands of the higher officials of our Service and prevents the just recognition of the serious hardworking men who desire reasonable return and advancement for efficient service.

## Vancouver Branch.

The Roll of Honour of the customs port of Vancouver, a copy of which has just been received by *The Civilian*, is a record of which the western collectors of the King's dues may well be proud.

At the very first call to arms four men joined the Vancouver contingent to the 7th Battalion. Before the fateful August, 1914, was out, four more were in khaki. The second call found more response in the customs house, and so has every succeeding call, until a total of thirty-seven men now have their names on the list of volunteers. All these names have been published in *The Civilian's* Roll of Honour some time during the past forty-four months.

The first man on the Vancouver Roll—Sergt. H. E. Moore—died of wounds in May, 1915, and Lieut. T. H. MacKinley, of the 29th Battalion, succumbed in the following year. Seven others have suffered from wounds or gas. One of them, Capt. H. B. Scharschmidt, was especially distinguished for his gallantry in carrying his senior officer from the field under heavy fire.

Well done, Vancouver!

### Toronto Branch.

Mr. John Douglas, who for nearly 50 years occupied the position of surveyor at this port, but for 12 years past superannuated, died in the city last week at the age of 90 years.

Mr. David Garrow has been appointed drug appraiser, as successor to the late Jackson Little. He has been about 15 years in the Service, and gets a substantial increase in salary.

Mr. Jas. McCaffrey, surveyor, has gone on a holiday trip to the west coast of Africa. He takes a trip every winter to some milder clime.

Mr. E. Gillespie, for several years on the lockers' staff, has been transferred to the position of acting assistant appraiser for outside work, such as car lots, etc.

### Notes.

Mr. S. B. Kemp, of Vancouver, is the newly appointed Vice-President for British Columbia for the D.C.A. He is highly recommended to the members in his province, as being enthusiastic and hardworking in the cause. Write him for information, etc., in matters affecting the Association in British Columbia.

The whole province of Saskatchewan has "signed up" with the Dominion Customs Association. The West is certainly going strong for the organization. Mr. J. B. Shaw, of Regina, the provincial President, has been working hard since his return from the Ottawa convention last November, and his province has joined forces almost to a man.

The "Soo" has also come in recently, with its numerous outports. Mr. M. Laughlin was the Customs delegate at the convention who carried the good news of the Association home, and was instrumental in getting in line with the rest.

Mr. G. Watt, collector of customs of Chatham, N.B., is responsible for the New Brunswick and Prince Edward Island Association being affiliated with the D.C.A. Mr. Watt, who weilds a facile pen, and has promised an article for this department on his experiences "down by the sea," is one of the most regular attendants at conventions held in Ottawa and is widely known throughout Canada as an enthusiast for Civil Service reform.

Port Hope, Ont., Chatham, Ont., and Abbotsford, B.C., have edged in with us this week, and desire to register their hearty ap-

roval in any action taken for the general uplift of the Service. The growing number of the membership, which is almost eight hundred, justifies the optimism of the executive in prophesying that the fifteen hundred mark is not far away.

The response to the appeal made by the President, Mr. A. H. Taylor, of Winnipeg, on behalf of the Customs Halifax sufferers, has been very gratifying. Acknowledgment in full to date will be made in the next issue of *The Civilian*, and in the meantime the money has been forwarded to Mr. W. Gleeson, of Halifax, who is the local custodian, and D. C. A. representative.

Notes, queries and hints on the Association cheerfully received and acknowledged. Address Dominion Customs Association, P. O. Box 253, Ottawa.

The monster-demon, Central Powers, should be informed that human beings cannot bestialize themselves by communicating with the present Hun rulers except through the muzzles of guns.



### DEPARTMENT OF THE NAVAL SERVICE.

#### ROYAL NAVAL COLLEGE OF CANADA.

ANNUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,  
Deputy Minister of the Naval Service.  
Department of the Naval Service,  
Ottawa, March 12, 1917.

Unauthorized publication of this advertisement will not be paid for.

"THE OLD RELIABLE"

**PARKER'S DYE WORKS** 260 SPARKS STREET, near Kent.

Thirty-five years in the one stand doing the best work in Canada is our greatest recommendation  
ONLY ONE STORE.

Don't make a mistake When you want the best work, done promptly, call on the old firm.  
A Phone Message Brings Our Driver

### WITH THE CARRIERS.

The Galt branch of the Federated Association of Letter Carriers voted \$20 to the relief of carriers of Halifax who suffered in the recent disaster there.

Ottawa carriers elected J. E. Fau-  
teux, President; C. J. Harney, Vice-  
President; G. A. Dixon, Secretary;  
F. J. George, Treasurer; J. R. Dorval,  
Financial Secretary; B. J. Doyle, Ser-  
geant-at-arms; W. Withers and F. X.  
Giroux, sr., Auditors. The annual  
banquet of Branch No. 2 has been  
called off for this year.

Albert C. Jackson, who had served  
as a letter carrier in Toronto for the  
past thirty-six years, died on Janu-  
ary 14th, aged fifty-nine years. The  
funeral service was held in the B. M.  
E. church, of which he was a leading  
member, and was attended by a large  
gathering of friends and officials, in-  
cluding twenty-five men of the car-  
riers' service. He was highly esteem-  
ed in the city and his death is sin-  
cerely mourned.

Toronto carriers subscribed, indi-  
vidually, \$196.50 to the relief of Hali-  
fax carriers.

J. Cuthbertson is President of the  
Toronto branch for 1918 and the fol-  
lowing other officers have been install-  
ed: Vice-President, Max Wellsman;  
Secretary, R. H. Cox; Treasurer, Wm.  
Ovell; Financial Secretary, R. Sec-  
ond; Sergeant-at-arms, Wm. Pyett.  
The Branch initiated 45 new members  
in 1917. At the last meeting there  
was expression of deep discour-  
agement that the concessions of increased  
pay granted by the Government in no large measure compensated for  
the increase in the cost of living. The  
men are also much dissatisfied with  
the shabby condition of their uni-  
forms.

### A TORONTO VETERAN.

John Douglas, for fifty years con-  
nected with the Civil Service in Tor-  
onto, died suddenly on January 11th

at the home of his son-in-law, J. W.  
Woods.

Born in Edinburgh, Scotland, in  
1826, the late Mr. Douglas came to  
Toronto in 1854, and, entering the  
Civil Service two years later, was for  
many years surveyor of customs, on  
two occasions acting as collector.  
Twelve years ago he was superan-  
nuated. In the days before church  
organs were in common use Mr. Doug-  
las for thirty years led the St. James'  
Square Presbyterian church choir.

The late Mr. Douglas was a veteran  
of '66, and was one of the original  
members of the Queen's Own Regi-  
ment, and was captain of No. 2 com-  
pany at the battle of Ridgeway. He  
is survived by two daughters, Mrs. J.  
W. Woods and Mrs. C. A. Macpher-  
son, and by three sons, J. C. Douglas  
and W. Milne Douglas, of Toronto,  
and A. S. Douglas, of San Francisco.  
Eight grandsons have served in the  
war, three of whom have been wound-  
ed and one killed.

### The Civil Service Association of Ot- tawa.

As foreshadowed in the annual report of the  
Association, it is the intention to produce an  
amateur theatrical performance during the  
present season to be taken part in wholly by  
civil servants, the proceeds to be devoted to  
patriotic purposes. The play will be put on  
at the Russell Theatre.

It is desired to make the initial effort in  
Civil Service theatricals an unbounded suc-  
cess. Every member of the Service who has  
had any experience or who has talent in the  
dramatic art is therefore invited to assist in  
this new venture of the Association. A thor-  
oughly competent producer and stage mana-  
ger has been secured in the person of Mr.  
H. L. Hayes. In fact, everything will be  
done by the committee in charge to ensure  
success and to make it interesting and in-  
structive for those taking part.

If you are interested, or know of anyone  
who is, kindly communicate at once with the  
undersigned.

E. LISLE,  
Dept. Naval Service.

# THE POSTAL JOURNAL

*Edited under the auspices of the Postal Clerks' Association of the Dominion of Canada.*

VOL. III.

FEBRUARY 1, 1918.

No. 3

## The Auld maun gie place tae the New

(By the President, S. H. Tease.)

A circular which is being sent out by the General Secretary, and which will probably be in the hands of all branches before this appears, covers in a measure the activities of the Association since the convention. Accordingly, no attempt will be made to do so here. Since last July, many important events have taken place affecting the welfare of postal clerks, and the future is pregnant with possibilities. The close of the past year witnessed the passing of the old Government and its substitution by one that constitutes almost an experiment in practical politics. While an impending change in the composition of our governing body was discernible for a long time past, no one would have dared hope for a change so radical and so replete with possibilities for good. In thus writing to apply the undivided power of the nation to the accomplishment of a common purpose, there is the repetition of the story of all history—"United we stand, divided we fall"—a story that we, too, can learn with advantage. United for what? To win the war?—assuredly, and to ensure that in the process the energy and resource of the country are liberated, co-ordinated, and applied. We say "liberated" because the removal of the artificial restrictions manipulated by the few to control the development of our varied national activities and interests, must have first call on enlightened statesmanship. Happily in this regard we have cause to hope. The Government has explicitly declared its intentions. That accursed thing, patronage, contaminating, debasing, poisoning the stream of public life at the fountain head—that hydra-headed monster, the relic of an age that is dying, when, from king to squire our social life was founded on cringing servility, is doomed. At last the evil is being threatened in the final stronghold, and the forces aligned against it bid fair to trample over the last line of defense where it never should have had footing, in popular, democratic institutions. As postal clerks, we must, perforce, be deeply interested in this matter, and the question naturally arises as to how the attempt will affect our status as individuals and as public servants. One

self-evident result will be the placing of the individual on a common level with his confreres. It should not be possible to refer a future entrant to the service as "the man with the pull," to whose magic key many doors shut tight to Tom, Dick or Harry open as in true fairy fashion. There should be an absence of the overbearing demeanour of the favourite of fortune, and less of that demoralizing servitude that was often only too apparent in those who strove to hold their own in the unequal field. As against this very desirable state of affairs, there is a contingency of another kind that must not be lost sight of. It is apparent that the effect of the proposed legislation will not be to take power out of the hands of the politician and center its equivalent in the hands of the department. Up to the present the department has been very susceptible to outside influence, as many in the service have learned by bitter experience. Nevertheless, the withdrawal of that influence, and the centralization of absolute authority in the officials of the department may well prove to be no unmixed blessing. No doubt other standards of merit will be set up than those which have obtained in the past, and if the result should be a more clear definition, a better understanding, of what constitutes fitness for promotion—so much the better. If, on the other hand, the effect should be to place in the hands of reactionary officials the power to exercise whim or choice in recommendations one way or the other, then the lot of the postal clerk will be a poor one, indeed. The unqualified right of appeal against the adverse decision of any local administration should also be established. It should result, too, in furthering a more uniform system of postal administration throughout the Dominion. The providing of accommodation at post offices for better performance of the work—through lack of which, at many offices to-day, the work and the workers both suffer, and, generally, the keeping abreast of the times by a more liberal application of business methods. If the department will sweep the dust of years (literally true) from its habiliments, and meet the personnel of the service in the spirit of true co-operation, then we can look to the present as the beginning of a new epoch in enlightened and progressive post office management.

## Postal Amalgamation.

(By A. Venables.)

While in convention recently, the Civil Service Federation endorsed the policy of Dominion-wide organizations, which, in effect, means that the Federation is of the opinion that few organizations with large memberships is infinitely preferable to many organizations with small memberships.

It will probably never be possible for the entire Civil Service to be enrolled in one association since there are so many diverse features peculiar to the numerous branches of the service to be considered. However, each of those branches, represented by their organization—not *organizations* if it can be avoided—can endeavour to co-operate with each other through the Civil Service Federation.

Now, we have the Dominion-wide system of organization, to which the Civil Service Federation gives approbation actually in existence in the three big branches of the postal service, and here the question surely arises, has the postal service accomplished all possible in the way of organization for its own and the country's benefit! Has the postal service, in the matter of organization, shot its bolt! The answer is surely No, a thousand times NO. The ultimate aim of the postal service must be amalgamation—one organization representing the entire outside postal service since the argument that might be raised against one organization for the entire Civil Service, falls into insignificance when used against the proposal to have one organization for the entire postal service.

However, while amalgamation must be the ultimate aim, such is not yet and it is likely that the consummation of this ideal must be reached in three stages—three steps. Taking these three steps in a backward direction, amalgamation would be the third. The second step which is likely to precede amalgamation is a federation of the three Dominion-wide postal organizations. This step has been more than hinted at for some time and has been discussed in the Dominion-wide conventions of both mail clerks and postal clerks. There is every reason to believe that the letter carriers are equally ready to discuss this vital matter, and it is to be earnestly hoped that the subject will be favourably considered at the next conferences of each of these bodies. However, this second step of federation is not in actual operation to-day and therefore cannot be relied upon as machinery to set going should such be necessary within the coming months. Now here we arrive at the first step, a step that is practical to-day for the three postal organizations to place in use immediately. This step is joint committees. It would seem that, constitutionally, there

are no objections to the railway mail clerks, the postal clerks and the letter carriers setting up in each city in which there is a branch of their respective organizations in existence, a joint committee to deal with any question affecting the *entire* postal service that may be referred to it by any or all of the organizations represented on that committee.

Last fall, striking illustrations of the absurdity of the present system were manifest in several cities. For example, the letter carriers in city 'A' would wire the carriers in city 'B.' The mail clerks in city 'B' would wire the mail clerks in city 'A' and the postal clerks just the same, all on the same day, all on exactly the same business, and in practically the same words. Or, again, take when a crisis appeared likely on the question of the delay in paying the so-called "war bonus." The executive committees of both letter carriers and clerks of the Winnipeg organizations got together and issued circulars to their sister branches simultaneously. What was that but a joint committee, although a temporary one? Why not have permanent ones! Let us be prepared. Why do work two and three times over when once will cover the whole ground?

By establishing joint committees of the three postal associations in every city, this may be overcome. Is it practicable? Calgary, Alberta, is at the time of writing, forming such a committee. The three organizations have met and drafted the initial regulations with which to govern the proposed joint committee. These regulations have already been approved of by the letter carriers' local organization, and there is every expectation that, when these lines are being read, the "Calgary Joint Committee of Postal Organizations," will be actually in existence. Go and do likewise.

## A Wrong that should be Righted.

Scarcely, if ever, mortal had cause for a grouch most of our members of the draft have ample reason for theirs. Many of them that the country in its necessity now decrees to sterner tasks had already in the earlier stages made application for leave to enlist. Others, no doubt, were deterred by heavy family responsibilities, or discouraged by the treatment meted out to other applicants. The net result, however, is that they lose any pecuniary consideration granted before the order-in-council of May last. Up to that time, of course, civil servants received at least the difference between their civil and their military pay. Is it any wonder that, insulted in the office and out of it and goaded by the sneering comments of press and platform, some of our military "eligibles" took matters in their own hands and, disregarding the rules, joined the forces on

“French” leave? Yet, to-day, although leave has since been granted others at the same office, they are still shown “absent without leave or pay.” There’s a lot of meaning in that latter phrase. Although the object which the Government of that day had in view is not hard to discern, viz., that with conscription as a contingency of the future, had the old conditions prevailed there would have been an exodus from the service of present drafters and others, provided, of course, departmental permission could have been obtained—and how could it have been refused in view of military urgency—that the public service would have been absolutely disorganized. Now, however, that the busy season is over, and that before it is with us again the depleted post office staffs will have in a measure recuperated, there can be no good reason adduced in support of the policy of “no pay to the drafters.” Is it not sufficient that through the department’s policy of “no leave,” they must bear the obloquy, however undeserved, which in the popular mind is associated with “conscript,” but, through a Government policy, which we believe was prompted not so much from parsimonious motives as from those of expediency, the injury must be piled up with the insult. In Britain no distinction is drawn between civil servants who joined the forces under voluntaryism and those since called, both receiving civil allowance. Can the Canadian Government afford to set a lower example to its people? We think not.

S. H. T.

#### BRANCH NOTES.

##### Winnipeg.

Winnipeg has been a very busy place during the past few weeks, that is to say, as far as the post office is concerned, and it is a great relief to feel that the heavy rush is over and conditions are almost back to normal again, thanks to the able assistance of a few of our members in khaki who are still in the city. The usual Xmas fruit was handed out to the boys, and if you were fortunate enough to be there when it was being distributed you generally managed to grab something. The regular monthly meeting was held on January 8th, the attendance being rather small, but we managed to get through a lot of business before midnight. The overtime question again came in for a lot of discussion, and, as many of our members have been working overtime since early in December, we decided to continue our fight for time off for all overtime worked, and time and one half for all work done on Sunday. The future of the war bonus was discussed and it looks as though we will have to get a substantial increase in the present bonus before very long or else

there’s to be a big noise from Winnipeg.

Another very important question is the qualifying examination. This exam. affects a large number of our members in Winnipeg, and no doubt in other branches, who are unable to get any further increase in their salary unless they pass this examination. In Winnipeg, nearly all the clerks affected at present are married men, who, very rarely, quit work before 9 p.m., and have various duties to attend to at home after leaving the office; they have also to study at home in order to successfully pass the guide examinations every year, and have little time to spare to study for the qualifying examination. The uncertain hours worked give small opportunity for attending night classes. Therefore, these clerks are looking forward very anxiously towards getting some relief in this respect. We are all wondering what the future has in store for us, now that a Union Government is in power. So stick together, boys, attend every meeting when at all possible, and do everything you can to support our Dominion wide association that they may continue to fight for the rights of the postal clerk.

#### That Increase!

Once more the rush of the Christmas season has come and gone—partly gone—and again many of our members are looking forward to that “cheque” with confidence that due recognition will be apparent thereon of the efforts which made the year just closed one of the most successful—if the hardest—in the history of the post office. Between the ordinary mail which good business conditions made more than ordinarily heavy, election circulars’ “booze” advertising, Victory bond and military service mail, etc., etc., we have experienced a burden that, with depleted staffs and inexperienced help, made our task doubly heavy.

Now, it may be asked, are we to experience the usual “hold-up” tactics of the department on the ground, as it would seem, that discipline demands its victims. If so, then, in view of what we’ve been up against, a little infusion of the spirit of the “square-deal” would not be amiss in our postal administration.

S. H. TEASE.

#### Self-Reliance.

In battle or business, whatever the game,  
In law or in love it is ever the same.  
In the struggle for power or the scramble for  
pelf,

Let this be your motto, “Rely on yourself.”  
For whether the prize be a ribbon or throne,  
The victor is he that can go it alone.

—John G. Saxe.

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